



DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY ARMOR CENTER AND FORT KNOX
FORT KNOX, KENTUCKY 40121-5000

REPLY TO
ATTENTION OF:

ATZK-AR (600-8-19b)

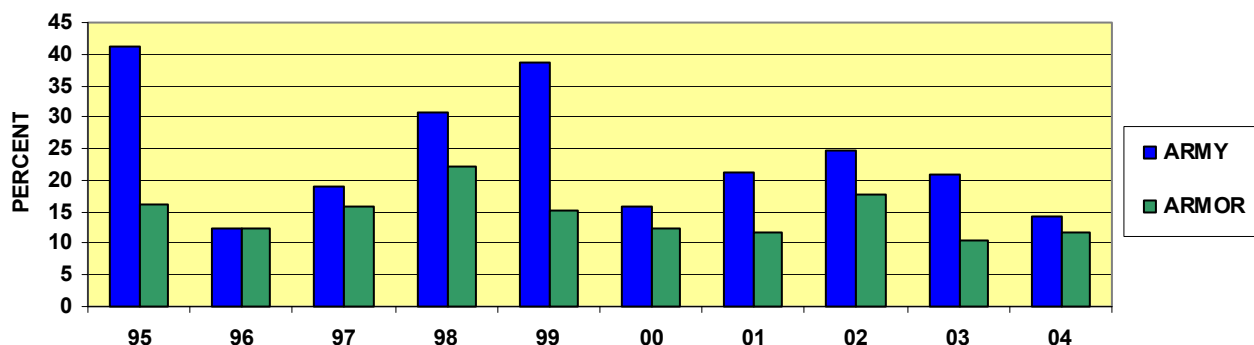
MEMORANDUM THRU CHIEF OF STAFF, US ARMY ARMOR CENTER

FOR COMMANDER, US ARMY ARMOR CENTER

SUBJECT: Information Paper – Results of CY 04 Selection List to CSM/SGM/USASMC

1. Purpose. To provide information to the Commanding General on the results of the CY 04 selection list to CSM, SGM, and for attendance to the Sergeants Majors Course.
2. Summary. The Command Sergeants Majors/Sergeants Majors Board convened on 3 Jun 04. It considered for promotion First Sergeants and Master Sergeants with a Date of Rank (DOR) of 1 Jun 02 and earlier, with a Basic Active Service Date (BASD) between 1 Jun 79 and 1 Jun 94 (both dates inclusive), and with a Date of Birth not earlier than 1 Jun 53. For selection consideration for attendance to the United States Army Sergeants Majors Course (USASMC) the board considered all First Sergeants/Master Sergeants with a DOR of 1 June 03 and earlier, a BASD not earlier than 1 Aug 85, and a DOB not earlier than 1 Oct 54.
 - a. Primary Zone. DOR is 1 Aug 01 and earlier.
 - b. Secondary Zone. DOR is 2 Aug 01 thru 1 Jun 02
3. SGM Selection Information. The following is a profile of the First Sergeants/Master Sergeants selected for promotion to Sergeants Major:
 - a. The total number of Armor First Sergeants/Master Sergeants considered for selection was 161, and the number selected for promotion was 19. Armor selection rate was 11.8%; the total Army selection rate was 14.4%. The following chart compares the selection rates for Armor and the Army to Sergeants Major over the last 10 years.

10 YEAR SGM SELECTION RATES

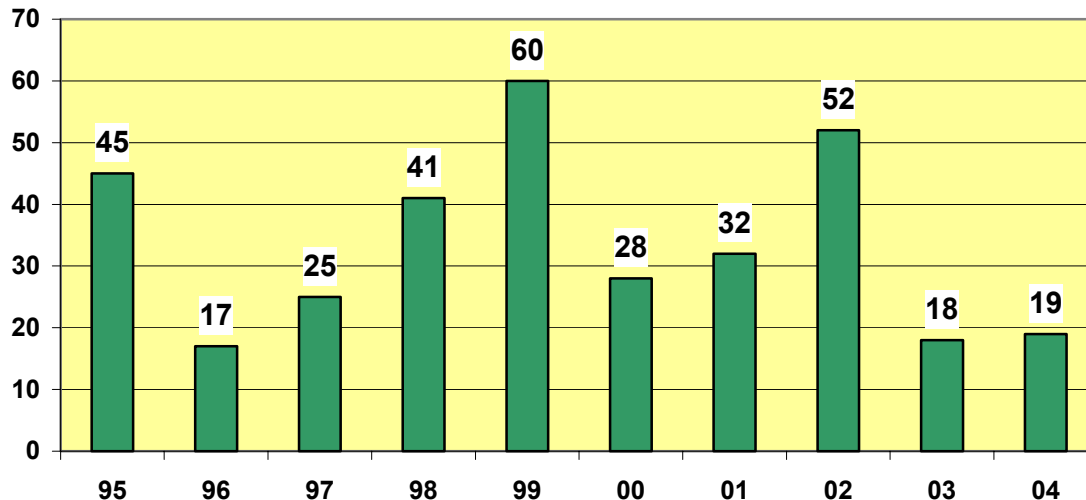


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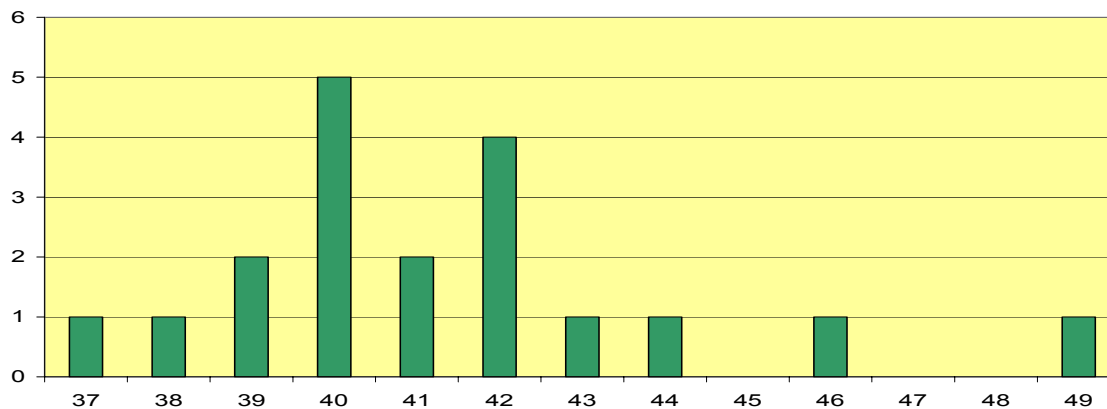
b. The following chart depicts the actual number of NCOs selected for promotion each calendar year over the past 10 years.

10 YEAR SGM SELECTIONS



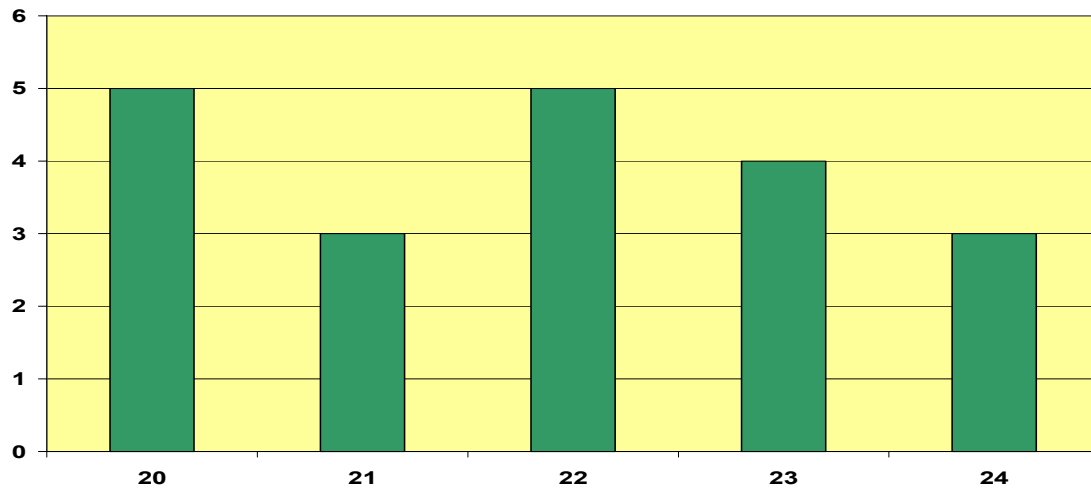
c. The average age of the Master Sergeants/First Sergeants selected for promotion was 41.71 years. The oldest was 49.68 and the youngest was 37.85. All calculations through this document are based on the official release date of 06 Oct 04. The following chart is the age range of those selected for promotion:

AGE FOR SGM SELECTEES



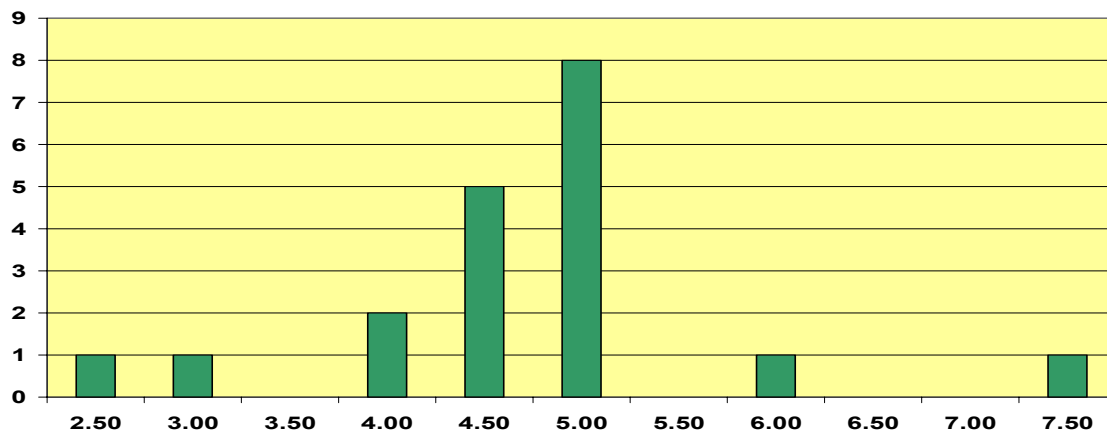
d. The average time in service for those selected for promotion was 22.22 years of service. The highest was 24.29 and the lowest was 20.01.

TIS FOR SGM SELECTEES



e. The average Time in Grade (TIG) for Master Sergeants/First Sergeants selected for promotion was 4.93 years. The highest was 7.60 years and the lowest 2.77 years.

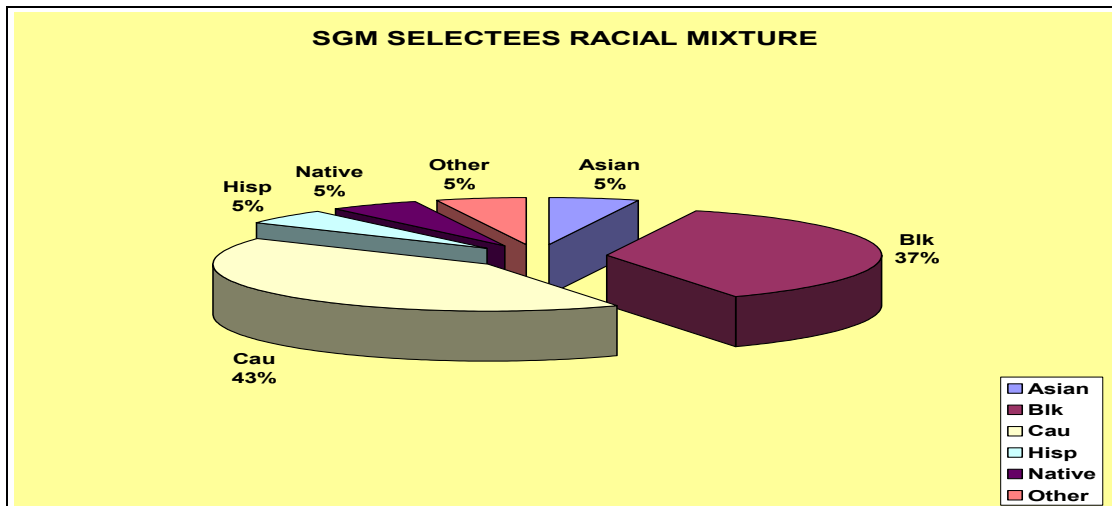
TIG FOR SGM SELECTEES



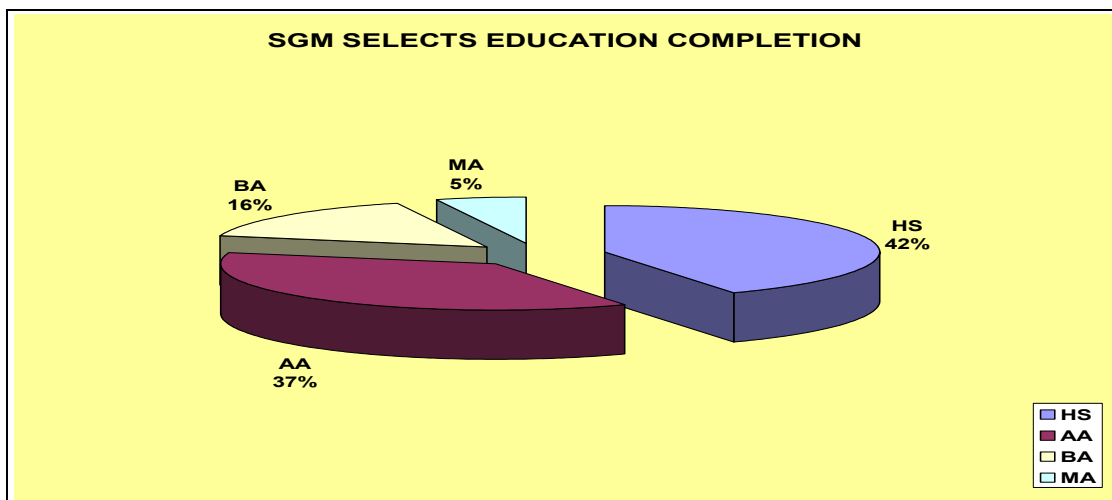
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f. The ethnic distribution of the Master Sergeants/ First Sergeants selected for promotion is:



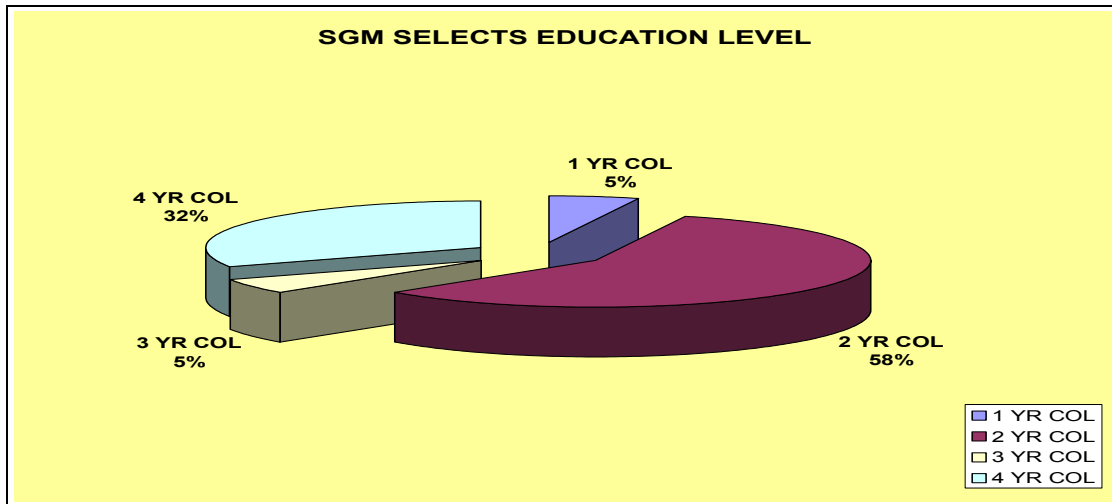
g. The level of education completed by the NCOs selected for promotion to SGM is:



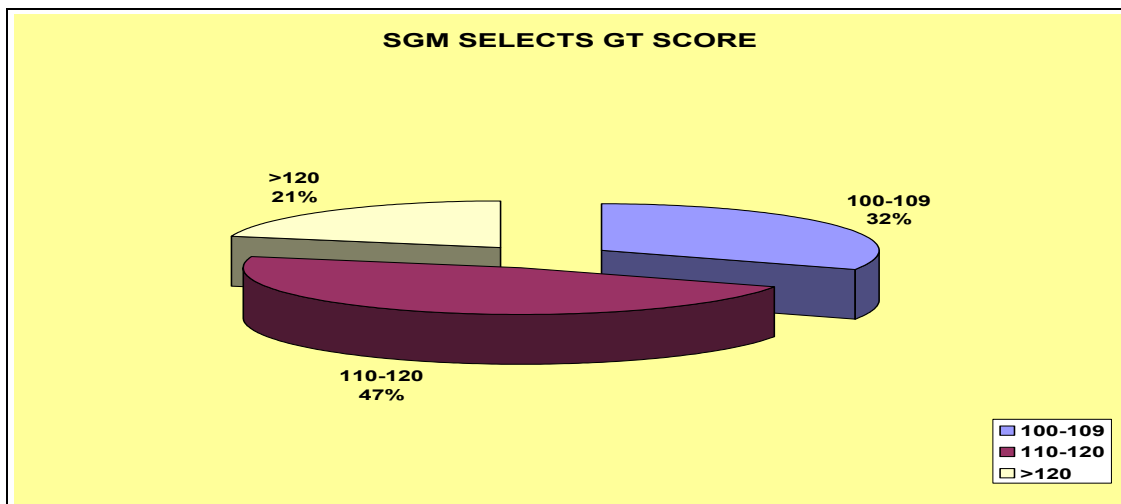
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h. The civilian education level of the NCOs selected is:

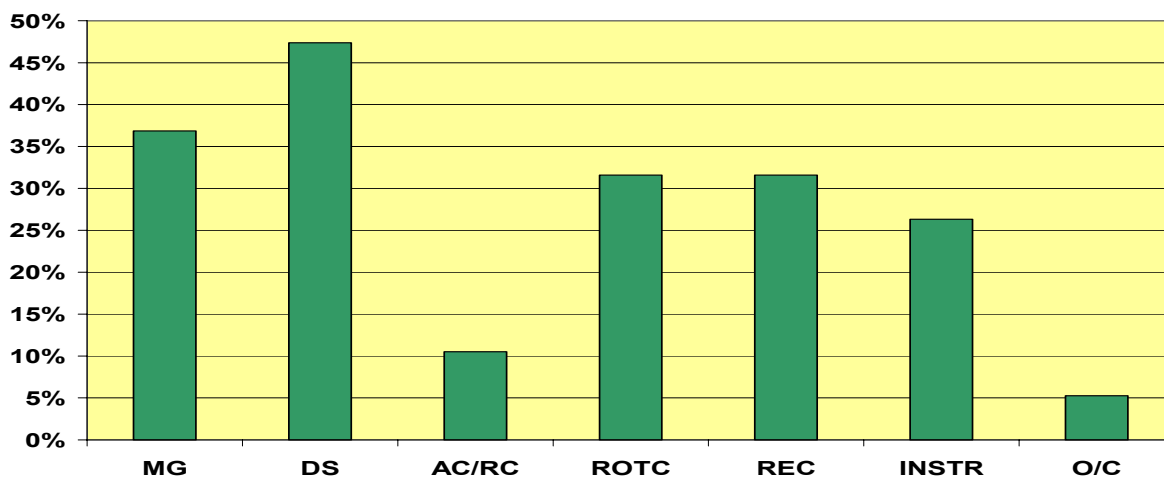


i. Soldiers who fail to raise there GT score to 100 or more continue to place themselves at a disadvantage for assignments and promotion.

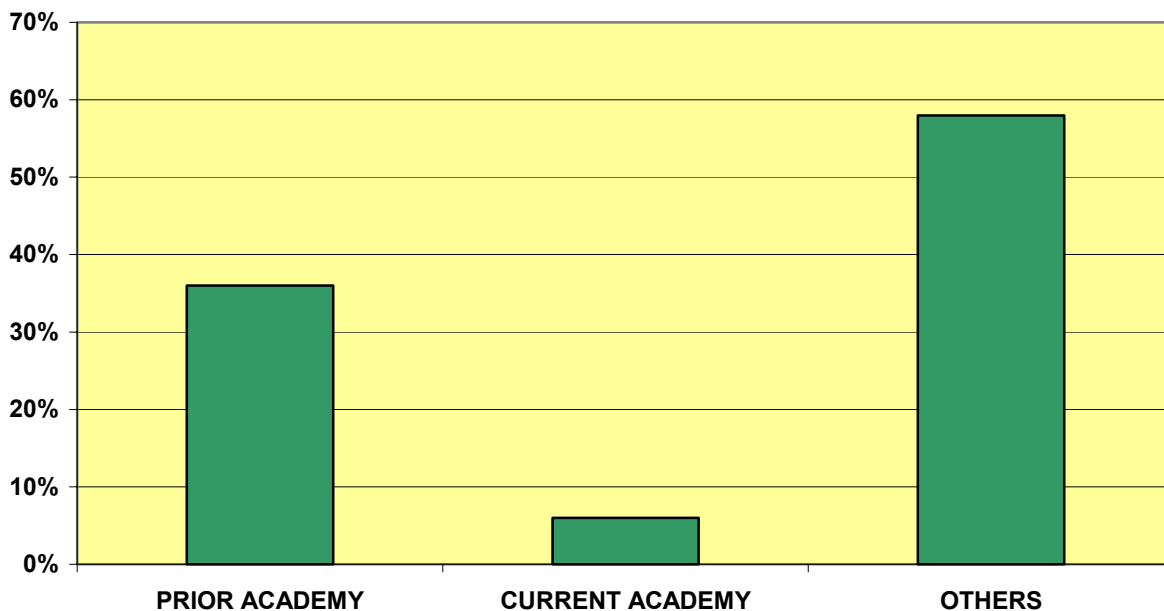


- j. The following chart shows the more common professionally developing assignments available and the percentage of Master Sergeants/First Sergeants selected for promotion who have performed one or more of these assignments.

SGM SELECTS ASSIGNMENT HISTORY



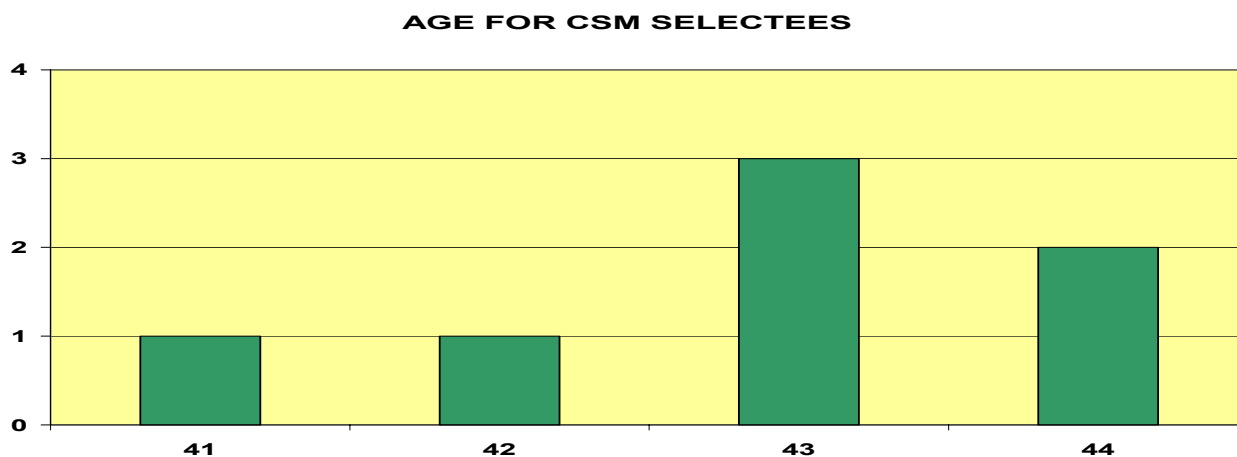
- k. The selection rates to SGM greatly varied based on the NCOs selection by previous boards for attendance to the Sergeants Majors Course (SMC). This chart depicts the difference in selection rates between the NCO who had previously graduated from the SMC, those presently in the SMC, and other Master Sergeants/First Sergeants not previously considered.



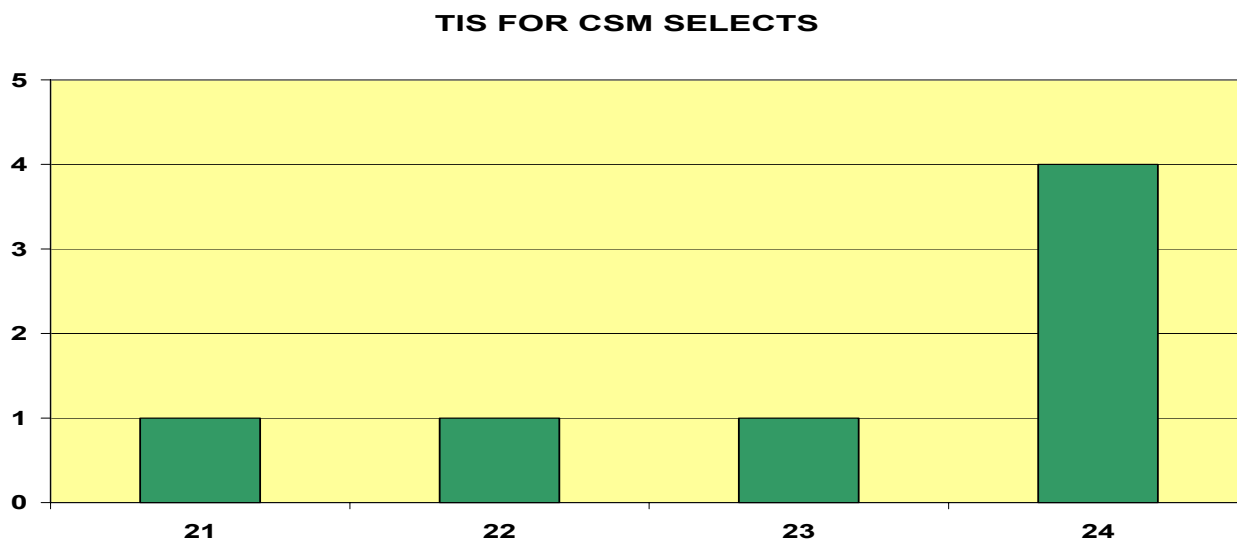
4. CSM Selection Information. The following is a profile of the Sergeants Majors/Master Sergeants/First Sergeants selected for promotion to Command Sergeants Major.

a. This year the selection board selected 7 Sergeants Majors/Master Sergeants/First Sergeants for appointment to Command Sergeants Major.

b. The average age for the CSM selects was 43.27 years. The oldest was 44.36 and the youngest was 41.61 years old. The following chart depicts the range of age for those selected for CSM.



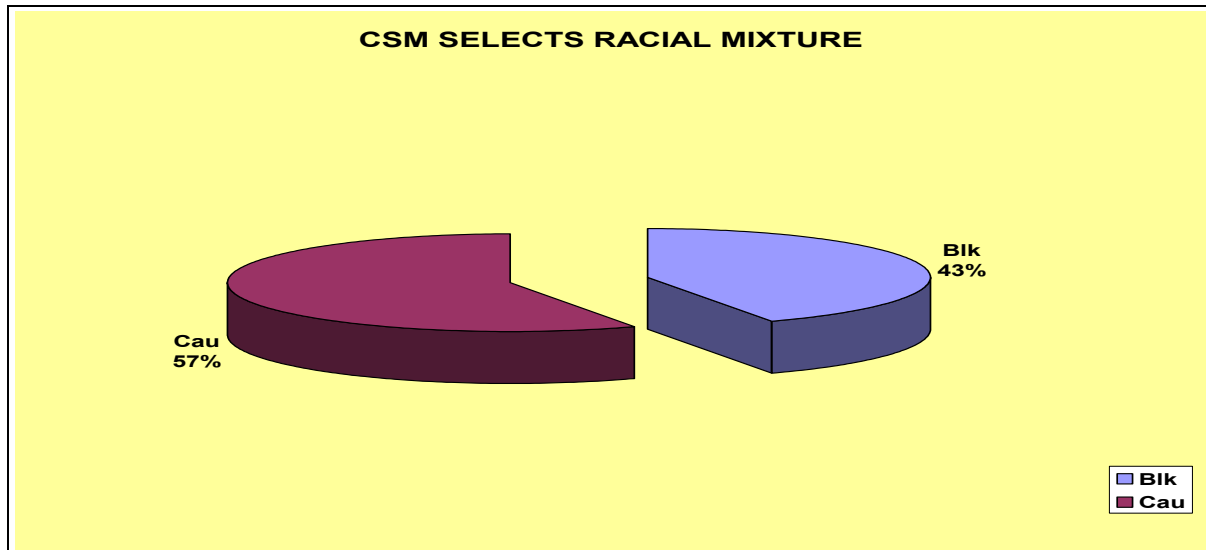
c. The average Time in Service for the CSM selects was 23.68 years. The longest was 24.98 and the least was 21.85. The following chart depicts the range of time in service for the CSM selects.



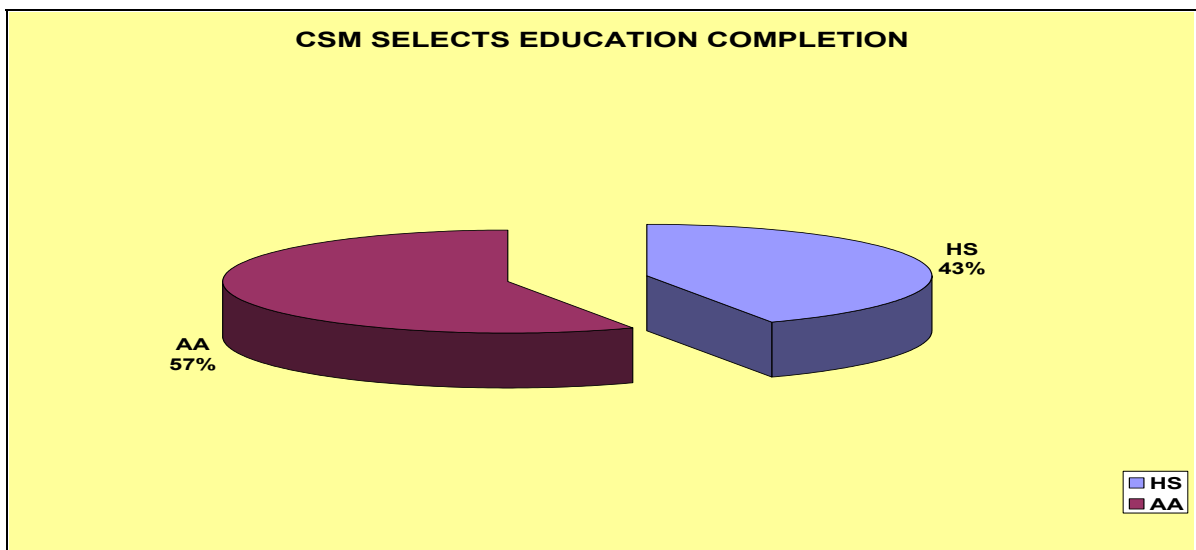
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d. The racial distribution of the CSM Selects.



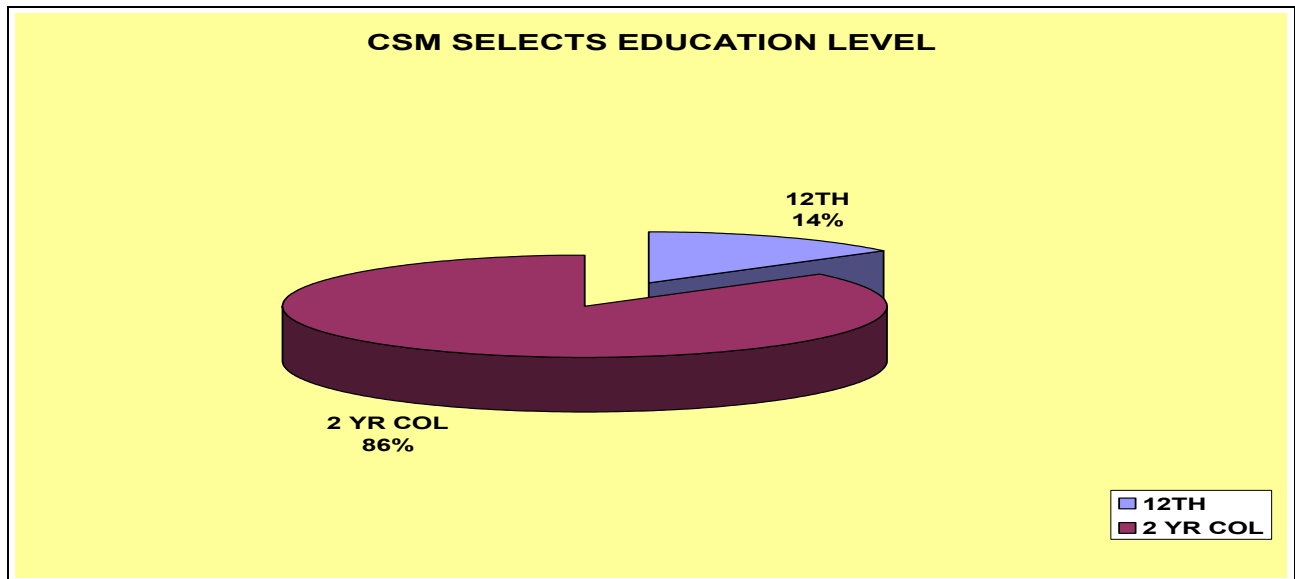
e. The level of education completed by the NCOs selected for CSM is:



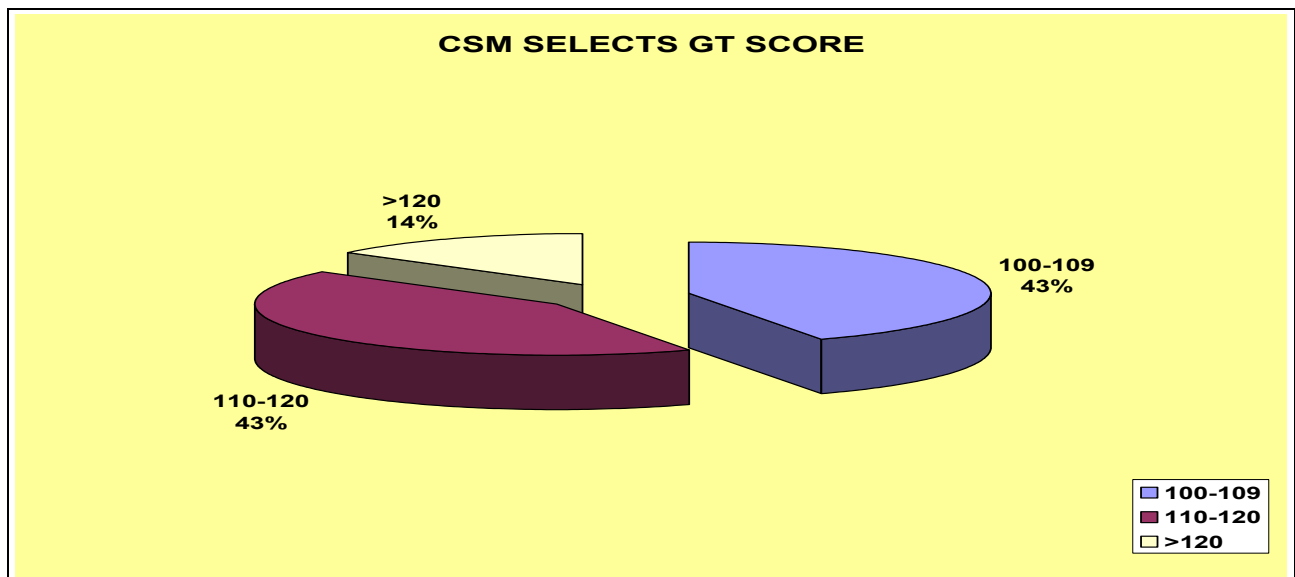
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f. The civilian education level of those selected for CSM is:



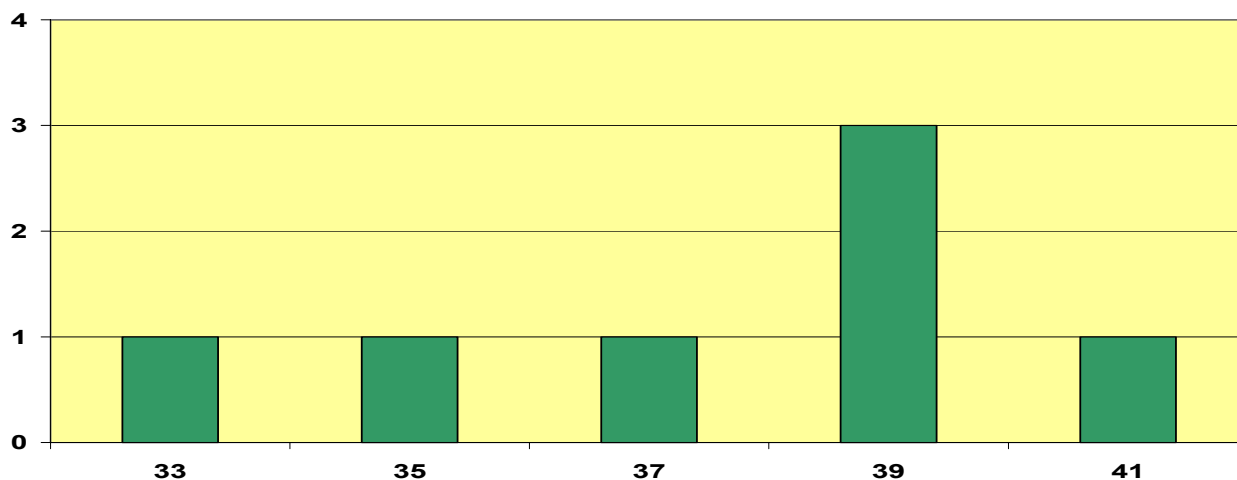
g. All the NCOs selected for CSM had a GT score greater than 100.



5. Sergeants Major Course selection information. The following is a profile of the First Sergeants/Master Sergeants selected for early attendance to the Sergeants Major Course (SMC). Seven of those selected for early attendance to SMC were below the zone of consideration for promotion.

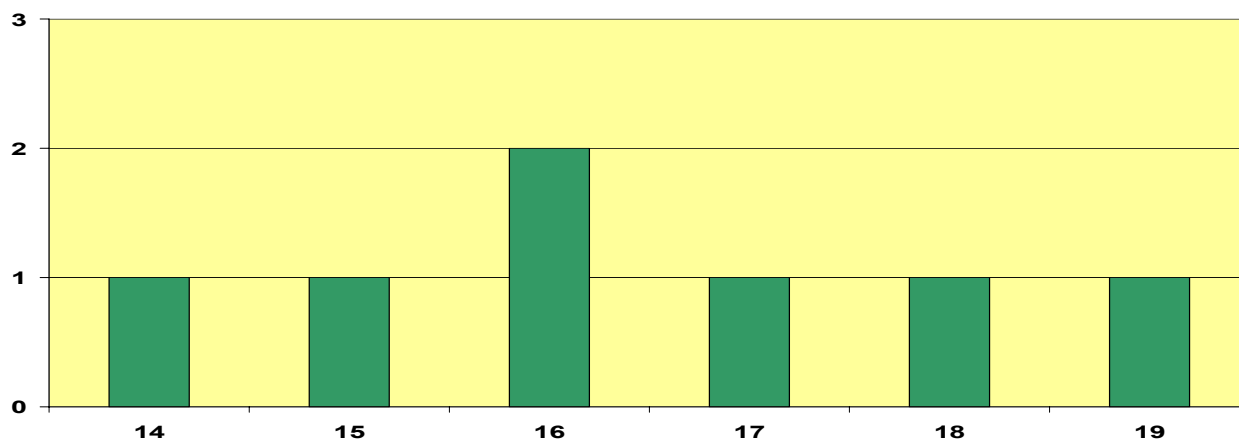
- a. The average age for those selected for early attendance to SMC was 38.09 years of age. The oldest was 41.41 years and the youngest was 33.40 years old.

AGE FOR SMC SELECTEES



- b. The average time in service was 16.90 years. The longest was 19.13 years and the least was only 14.53 years.

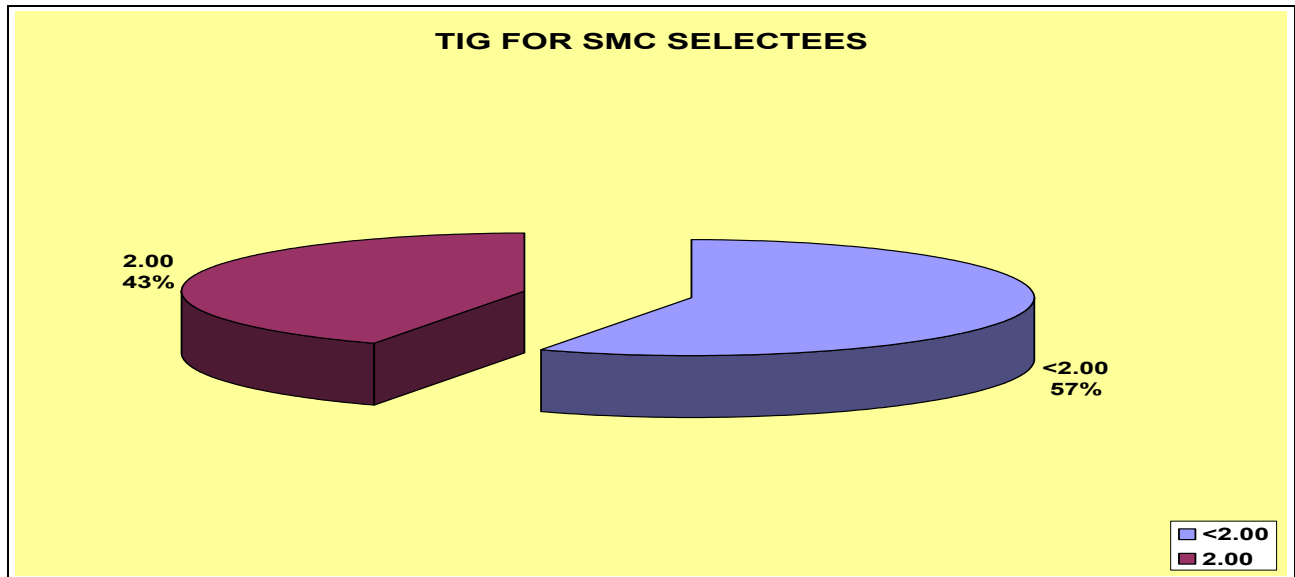
TIS FOR SMC SELECTEES



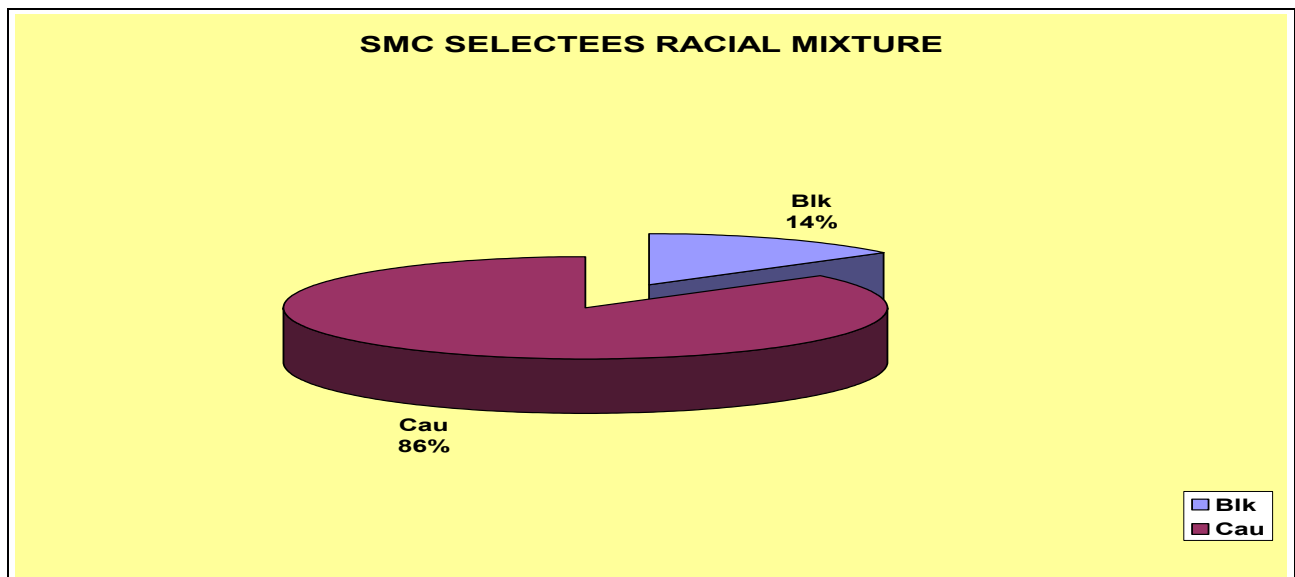
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c. The average time in grade for those selected for early attendance to SMC was 1.95 years time in grade. The highest was 2.44 years and the least was 1.44 years time in grade.



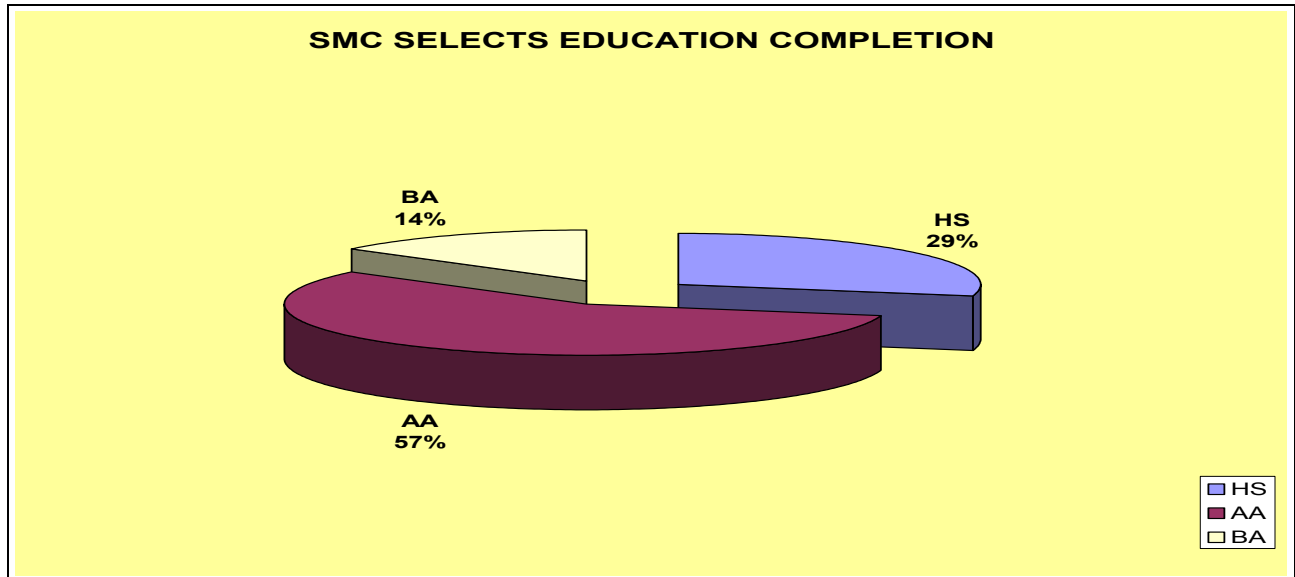
d. The ethnic distribution of the First Sergeants/Master Sergeants selected for early attendance at SMC.



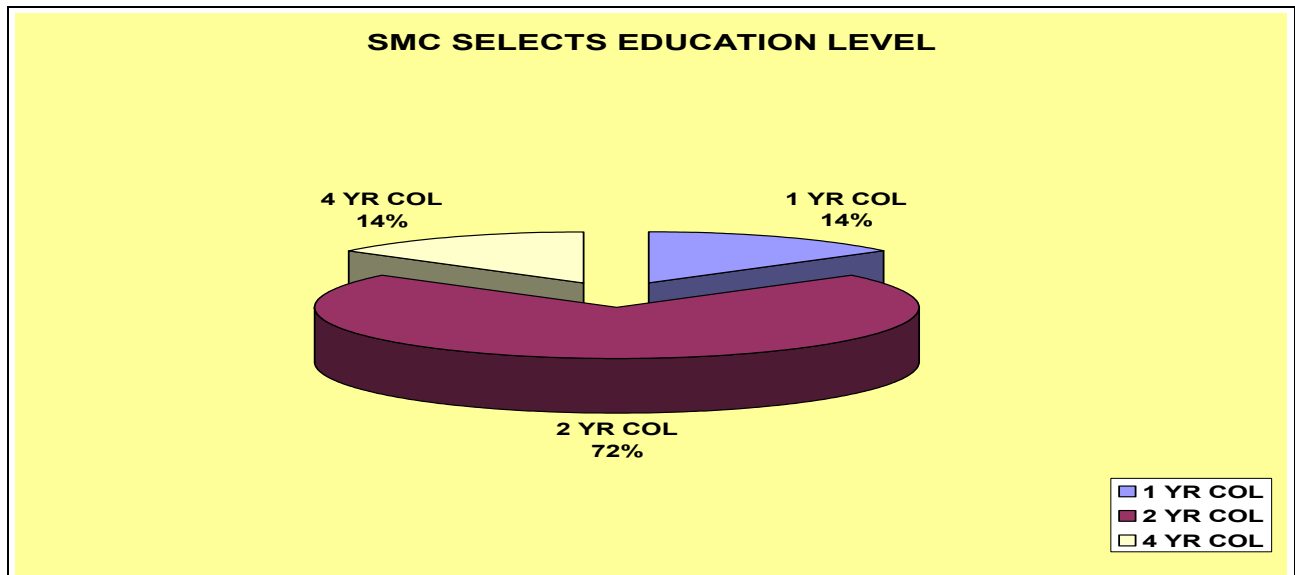
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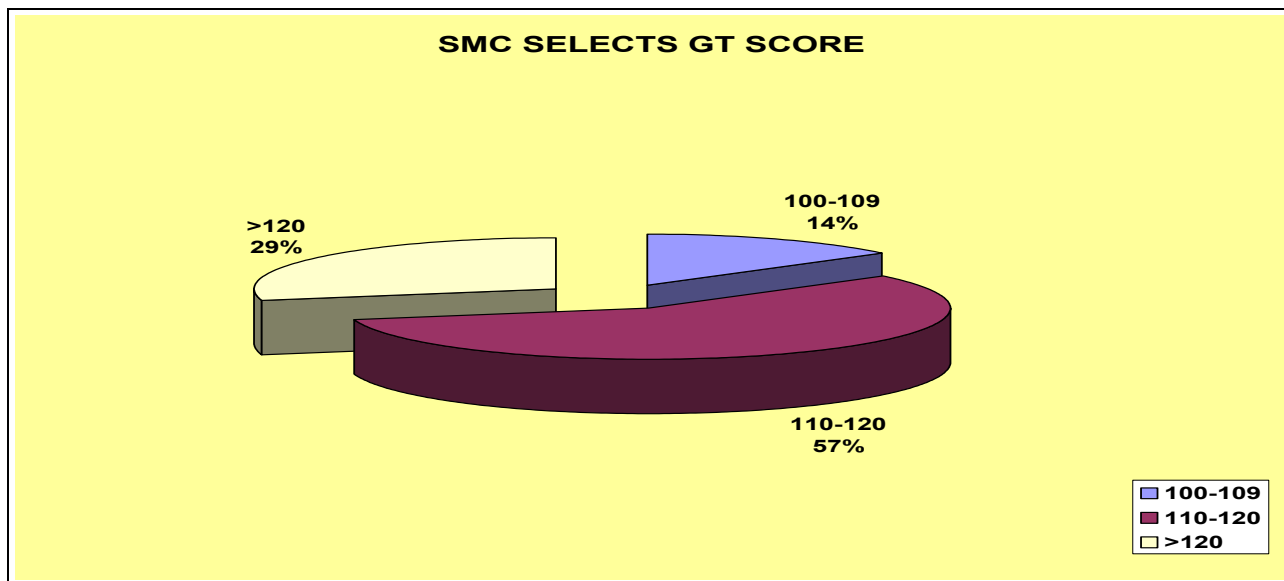
e. The level of education completed by the NCOs selected for early attendance at SMC.



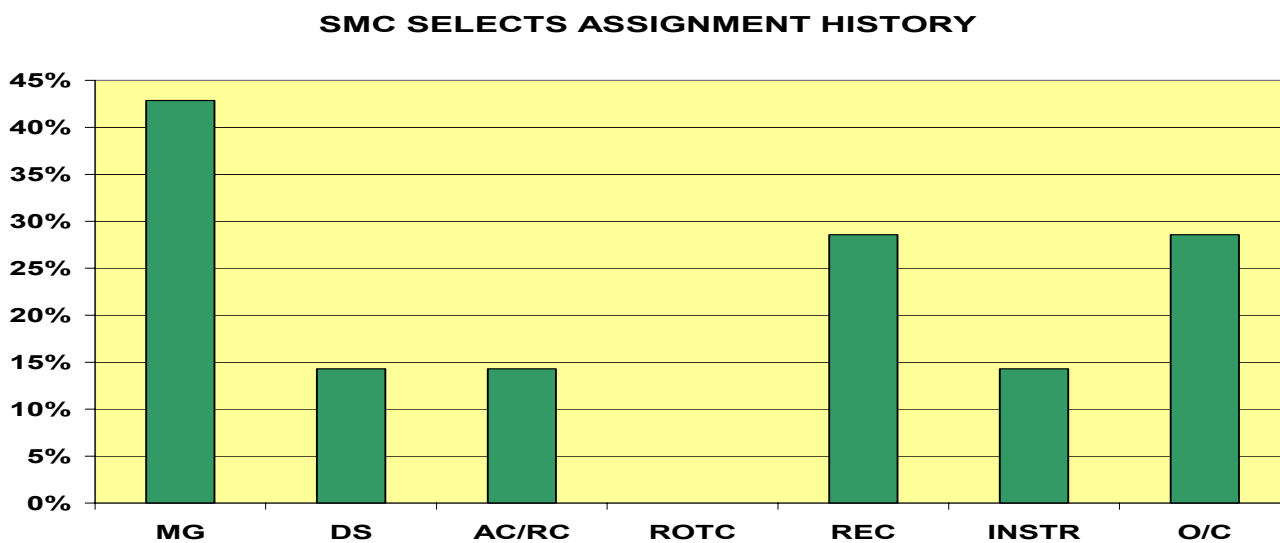
f. The civilian education level of the First Sergeants/Master Sergeants selected for early attendance to SMC.



g. All soldiers selected for early attendance to SMC had GT scores over 100.



h. The following chart shows the more common professionally developing assignments available and the percentage of First Sergeants/Master Sergeants selected for promotion who have performed one or more of these assignments.



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6. General observations.

a. OCOA believes the selection board voted our best Senior Armor Leaders for promotion and schooling. Our opinion is that the promotion board followed the guidance in our information paper to the selection panel.

b. Most of the NCOs selected for promotion to SGM exceeded the Branch Qualification Standard of 18 months as a First Sergeant. Seventeen had completed their First Sergeant time in an MTOE unit. One NCO selected had all TDA First Sergeant time. Two First Sergeants had served as both an MTOE and TDA First Sergeant. One NCO selected promotion had not served as First Sergeant.

c. The NCOs selected did the tough demanding assignments. They had numerous professionally developing assignments throughout their careers. They served the Armor Force well as First Sergeants, Drill Sergeants, Master Gunners, Observer/Controllers, Instructors, and in many other important assignments.

d. Due to a shortfall of Infantry CSMs several Armor CSM-Ds have been selected for assignment positions coded Infantry. These assignments have greatly reduced the CSM-D backlog for Armor. There is a concern for these CSMs to remain in position though the lifecycle of the unit. Early replacement of these CSMs will produce a lack of available Armor positions. Currently Armor has eight CSM-Ds remaining on the list and it is unclear whether the list will be exhausted within 12 months. Although a small list and a reduced backlog makes it likely Armor will activate CSM-Ds from the alternate list.

7. A list of the CSM selects, CSM alternates, SGM selects, and SMC attendees are at Tab 1 through 3. The information paper to the selection board is at Tab 4.

4 Encls

AUBREY R. HENLEY

NOTED _____
SEE ME _____